



March 25, 2019

The Honorable Freddie Rodriguez, Chair  
Assembly Public Employment and Retirement Committee  
California State Capitol Room 2188  
P.O. Box 942849  
Sacramento, CA 94249-0002

**Re: AB 365 (C. Garcia) State civil service: examination and hiring processes – SUPPORT**

Dear Assemblymember Rodriguez,

I am writing to you on behalf of the California Alliance for Retired Americans (CARA) to support AB 365. CARA is California's largest grassroots senior advocacy organization, representing over 1 Million seniors and people with disabilities and their families through our 270+ affiliated organizations.

AB 365 would improve employment opportunities of persons with disabilities in state civil service. In 2015 the California Department of Human Resources (CalHR), the State Personnel Board (SPB) and the Department of Rehabilitation (DOR), as a joint project, issued a report and set of recommendations to increase the employment of persons with disabilities in state government. The report included, among other things, a set of recommendations to improve the Limited Examination and Appointment Program (LEAP) process, an entry for persons with disabilities into civil service. Unfortunately, many of the recommendations have been ignored.

AB 365 would require implementation of some of those recommendations. Specifically, the Bill removes the January 1, 2021 sunset date for the developmental disabilities internship option and makes it a permanent part of the LEAP Program. Furthermore, AB 365 requires CalHR to create a task force to develop a plan for broadening the scope of the LEAP internship program and submit a report to the legislature with the plan including a schedule for implementation and requires CalHR, in consultation with SPB, DOR, the Department of Developmental Services (DDS), and stakeholders, to develop and implement a plan for LEAP improvements.

It requires CalHR to identify departments that have not been successful in hiring persons with disabilities and work with such departments to implement new strategies to improve their ability to bring persons with disabilities into the state workforce.

CARA strongly believes it is critical to continue to identify strategies to reach the largely untapped pool of candidates with disabilities and methods to advance their talents and further diversify all ranks of civil service. For these reasons, CARA supports AB 365 and looks forward to working with you to assure its passage.

Sincerely,

A handwritten signature in black ink that reads "Hene Kelly".

Hene Kelly  
Legislative Director  
415-533-5244